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AFGHANISTAN

FIRST PERSON Training Leads to Permanent Job

Aybak girl leverages training received in short-term job into two full-time job offers.



Two short-term data entry staff.

“As the number of people in the girl’s school who have knowledge of computer in Aybak is limited, these experiences I take from [USAID-funded] RAMP UP can contribute well to the administration work of the school.”

- Zohra

My name is Zohra Zaheeri, I am 21-years-old and graduated from Aybak Teacher Training Institute last year. I come from a conservative community, and was not able to leave my home to attend a four-year university.

One day, I met a woman I know who is part of the SDAG [a municipal advisory group formed by USAID-funded Regional Municipalities Program for Urban Populations Regional Command North . RAMP UP North]. She told me about a short-term job opportunity. It seems that RAMP UP North was providing technical support to the municipal business registration program and required the municipality to hire two women as part of the short-term staff. I wanted to apply, but I wasn’t sure my family would allow me to work.

My father, Haji Obaidullah, was reluctant to allow me to accept the job, because he was concerned about the work environment. After some pleading, he agreed to visit City Hall, where I might work. There he was met by Ghafor Hakimi, an Embedded Advisor with RAMP UP North and a well-known and respected member of the community. Hakimi assured him that I would be safe and well looked after, so he gave me permission to apply for the job. I was hired, but my challenges did not end there.

On the first day, I entered just 24 forms into the database. We were expected to enter at least 30 forms each per day! I improved day-by-day, and during the last days of my employment I could enter up to 85 forms on a single day.

I not only learned how to enter data into the database, but also how to develop a simple database. Municipal officials were impressed with my hard work and dedication, and offered me a permanent job as a computer operator. If I had accepted the position, I would have been the first permanent female staff-member in the Aybak Municipality.

Because of my training, through [USAID-funded] RAMP UP North, I received not one, but two job offers - the second from the Tajrobawi High School. Despite the encouragement from the Aybak Municipality I accepted the position at the school. In addition to better working hours, I feel as though I can better use put my newfound computer skills to work for the school.